Please return to:

**South Dakota Department of Health** Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

	<b>Assisted</b>	Living	Centers
--	-----------------	--------	---------

Assisted Living Cente	rs				Р	lease ret	turn by: <b>May 1</b>	9, 20
Name of Facility:								
Address of Facility:		C	i4. /-					
			ity:					
County:		_Zip:			Telepho	ne No.:		
Staffing  Report full-time and part-time	positions	s, includi	ng contra	icted p	ositions, th	at are cu	rrently staffed	in
facility. Please note: The follows:  Assisted Living Centers	Currer Bud Positio		Currer Budg Vacanci	to ass	isted living Turn Ov			
	Full	Part	Full	Part		Part		
Certified Nursing Assistant	Time	Time	Time	Time	Time	Time		
Dietitian and Nutritionists	_							
Licensed Practical Nurse								
Nursing Assistant								
Registered Nurse								
*Turnover Numbers: Is the number					the fiscal yea	r 2007. It c	does not include t	the
number of employees who were pro	moted or tra	ansferred v	within your	facility.				
Number of Certified Medication	Aides Cur	rently em	nloved?					
Trainber of Gertinea Medication	Alues Cul	Territy erri	pioyeu: _		<del></del>			
How many hours a week detern	nines a full	time staf	f position?					
			•					
Hard to Fill Vacancies								
In the last 12 months have you difficulties experienced, due to a competition, undesirable hours,	a number o							
☐ Yes (Please check all or ☐ No (Please precede to the								l subn
☐ Certified Nursing Assis☐ Dietitian and Nutritionis	sts				Nursing Ass Registered	Nurse		
☐ License Practical Nurs	е				None of the	above		

e causes of your hard-to-fill vacancies? Please check all that apply.
Applicants lack the qualifications we want
Lack of applicants
Company/Industry doesn't pay enough
Job entails shift work of undesirable hours
Too much competition from other employers
People with required skills don't want to relocate to this area
Lack of resources to carry out effective recruitment
Other (specify)
Nothing
Not applicable
mpact, if any, have hard-to-fill vacancies and employee turnover had on your institution? Please check all t
Reduced continuity of care
Reduced staff to patient ratio
Difficulty meeting safety or health standards
Reduction in services because of increased costs or lack of staff
Increased training costs
Increased hiring or recruitment costs
Inability to fulfill paperwork requirements
Burnout of existing staff
Inability to terminate undesirable or marginal staff
Lower qualification of new employees
Administrative staff working direct care
Reduced training for new employees
Other (specify)
Nothing
Not applicable
neasures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply
Offered higher pay
Offered better benefits (health insurance, pension, holidays, time off)
Offered signing bonuses
Increased recruitment efforts (locally and different geographical areas)
Increased Public Relations
Increased training and development within workforce
Changed work practices (flexible hours, work from home)
Provided childcare support
Highlighted problem to local providers (eg.TEC's, colleges, training bodies)
Recruited people from other organizations
Other (specify)
Nothing
Not applicable
ct Information
<u>ct illiorination</u>
you for you cooperation in completing this survey. If there are any questions about your responses to this
who should be contacted?
Who should be contacted.
(please print) Title (Area Code) Telephone Number

Please return to: **South Dakota Department of Health** Office of Data, Statistics & Vital Records 600 East Capitol Avenue Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Certified End-Stage Renai Disease Fa	acilities		Ple	ase returr	n by: <b>Ma</b> y	y 19, 2008
Name of Facility:						
Address of Facility:		City:				
County:Zip:		Teleph	none No.	:		
Staffing						
Report full-time and part-time positions, includin facility. Please note: The following questions appositions.						
Certified End-Stage Renal Disease Facilities	Po	urrent Total Budgeted sitions as of an 31 <sup>st</sup> 2008	Bu Vacan	ent total dgeted cies as of 31 <sup>st</sup> 2008		ver* For ear 2007
		ull Part me Time	Full Time	Part Time	Full Time	Part Time
Dietitian and Nutritionist						
Licensed Practical Nurse						
Medical Laboratory Technician/Clinical Laboratory Technic	ian					
Medical Laboratory Technologist/Clinical Laboratory Techn	ologist					
Nephrologist						
Physician						
Psychologist						
Psychiatrist						
Registered Nurse						
Social Worker *Turnover Numbers: Is the number of employees who left y	our facility du	ring the fiscal	voor 2007	It does not	inglude the	
number of employees who were promoted or transferred wi			year 2007.	it does not	. include the	3
manibor of employees who were promoted of transferred wi	itilii your idoli	ity.				
How many hours a week determines a full time staff	position?					
Hard to Fill Vacancies						
In the last 12 months, have you had hard-to-fill difficulties experienced, due to a number of reas competition, undesirable hours, etc.		ck of applic				
<ul> <li>☐ Yes (Please check all occupations that apply</li> <li>☐ No (Please precede to the contact information)</li> </ul>						submit)
<ul> <li>□ Dietitian and Nutritionist</li> <li>□ Licensed Practical Nurse</li> <li>□ Medical Lab Technician/CLT</li> <li>□ Medical Technologist/CLT</li> </ul>	] Psycholo	n gist		Registere Social W		

 $\hfill\square$  None of the above

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to-fill vacancies and employee turnover had on your facility? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print)  (

Please return to:

South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Certified Home Health Agencies			Please	return l	ру: <b>Мау</b> ′	19, 2008	
Name of Facility:							
Address of Facility:			City:			-	
County:Zi	p:		_ Teleph	none			
Staffing  Report full-time and part-time positions, in facility. Please note: The following questions							
Certified Home Health Agencies	Budo Positio	nt Total geted ns as of <sup>st</sup> 2008	Vacanc	Budgeted ies as of <sup>st</sup> 2008		ver* For ear 2007	
	Full	Part	Full	Part	Full	Part	
Contitional Number of Assistant	Time	Time	Time	Time	Time	Time	
Certified Nursing Assistant							
Licensed Practical Nurse							
Occupational Therapist							
Occupational Therapist Assistant							
Physical Therapist							
Physical Therapist Assistant							
Registered Nurse							
Social Worker							
Speech Pathologist/Speech-Language Pathologist							
*Turnover Numbers: Is the number of employees w It does not include the number of employees who w							
How many hours a week determines a full tim	e staff posit	ion?					
Hard to Fill Vacancies							
In the last 12 months, have you had hard to fi difficulties experienced, due to a number of recompetition, undesirable hours, etc.							
<ul> <li>☐ Yes (Please check all occupations the contact in submit)</li> </ul>							and
<ul> <li>☐ Certified Nursing Assistant</li> <li>☐ License Practical Nurse</li> <li>☐ Occupational Therapist</li> <li>☐ Occupational Therapist Assistant</li> </ul>			Social V Speech		ist/Speed	ch-Langua	age Path

□ Physical Therapist Assistant

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to-fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print)  ( (Area Code) Telephone Number

Please return to:

**South Dakota Department of Health** 600 East Capitol Avenue

Pierre, South Dakota 57501-2356 Phone: 605-773-3361 Fax: 605-773-5683

Clinics				Pleas	e return	by: <b>May</b>
Name of Facility:						
Address of Facility:			Cit	y:		
County:Zi	p:		Telep	ohone		
Staffing Report full-time and part-time positions, inc					are curre	ently sta
cacility. Please note: The following question	Curren	t Total jeted	Currer Budo Vacanc	tions.  Int Total Speted Setes as of St 2008		ver* For ear 2007
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Audiologist		111110	111110	111110	111110	10
Cardiovascular Technician						
ardiovascular Technologist						
Certified Nurse Midwife	1					
Certified Nurse Practitioner	1					
Certified Registered Nurse Anesthetist	1					
Clinical Nurse Specialist	1					
Diagnostic Medical Sonographer/Ultrasonographer	1					
Licensed Practical Nurse						
Medical Assistant						
Medical Lab Technician/Clinical Lab Technician						
Medical Lab Technologist/Clinical Lab Technologist						
Medical Transcriptionist	+					
Nuclear Medical Technologist			<u> </u>	<b> </b>		
Occupational Therapist						
Occupational Therapist Physician						
Occupational Therapist Physician Physician Assistant						
Occupational Therapist Physician Physician Assistant Physical Therapist						
Occupational Therapist Physician Physician Assistant Physical Therapist Registered Nurse						
Nuclear Medical Technologist  Occupational Therapist  Physician  Physician Assistant  Physical Therapist  Registered Nurse  Radiological Technician  Radiological Technologist						
Occupational Therapist Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist						
Occupational Therapist Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technician						

How many hours a week determines a full time staff position? \_\_\_\_\_

In the last 12 months, have you had hard-to-fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.

	No (Please precede to the contac		t apply (below) AND continue with the rmation at the end of the survey, com		
	Cardiovascular Technician Cardiovascular Technologist Certified Nurse Midwife Certified Nurse Practitioner Certified Registered Nurse Anesthetist Clinical Nurse Specialist		Licensed Practical Nurse Medical Assistant Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Nuclear Medical Technologist Occupational Therapist Physician		Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist Respiratory Therapist Speech Pathologist/Speech- Language Pathologist None of the above
What a	are the causes of your hard-to-fill vac	canci	es? Please check all that apply.		
a b c d e f g i j What i	Applicants lack the qualifications Lack of applicants Company/Industry doesn't pay ed Job entails shift work of undesira Too much competition from othe People with required skills don't want of the competition from othe competition from othe people with required skills don't want of the competition from othe people with required skills don't want of the competition from other competition from other competition from other competition from the comp	noug Ible I r em want fectiv	nh nours ployers to relocate to this area re recruitment	inst	itution? Please check all that apply.
	Reduced continuity of care	CIES	and employee turnover had on your	11151	itution? Flease check all that apply.
a b c d e f j k l n o	Reduced staff to patient ratio Difficulty meeting safety or health Reduction in services because of Increased training costs Increased hiring or recruitment of Inability to fulfill paperwork required Burnout of existing staff Inability to terminate undesirable Lower qualification of new employ Administrative staff working direct Reduced training for new employ Other (specify)  Nothing Not applicable	osts reme e or r eyees et car rees	reased costs or lack of staff ents marginal staff sere		
What r	measures, if any, have you taken to t	ackl	e the problem of hard-to-fill vacancie	es? F	Please check all that apply.
a b c d f f j k l m	<ul> <li>Increased Public Relations</li> <li>Increased training and developm</li> <li>Changed work practices (flexible</li> <li>Provided childcare support</li> </ul>	cally ent v hou viders	and different geographical areas) within workforce rs, work from home) s (eg.TEC's, colleges, training bodie utions	s)	
Conta	act Information				
	you for you cooperation in completing be contacted?	ng th	is survey. If there are any questions	s abo	out your responses to this survey who
None	(places print) Title	_	() (Area Code) Telephone Number		-
ıvame	(please print) Title		(Area Code) Telephone Number		

Please return to:

**South Dakota Department of Health** 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

\_ Not applicable

Community Health		F	Please re	turn by:	May 19,	2008	
Name of Facility:							
Address of Facility:			City: _				
County:	Zip:	Т	elephon	e No.:			
<u>Staffing</u>							
Report full-time and part-time Please note: The following					d/or cont	tracted.	
Commun	ity Health	Budg Positio	nt Total geted ns as of	Budç Vacanci	nt Total geted ies as of <sup>st</sup> 2008	Turn O Fiscal Y	ver* Fo
		Full	Part	Full	Part	Full	Part
icensed Practical Nurse		Time	Time	Time	Time	Time	Time
Dietitian and Nutritionist							
Nutrition Educator							
Registered Nurse				1			
How many hours a week de In the last 12 months, have difficulties experienced, due competition, undesirable ho	you had hard-to-fill vac to a number of reasor	cancies at this s	ite? Har	d-to-Fill V			
	k all occupations that a ed to the contact inform						
<ul><li>□ Licensed Practical Nurs</li><li>□ Dietitian and Nutritionis</li></ul>		on Educator tered Nurse		□ N	lone of th	e above	
at are the causes of your har	d-to-fill vacancies? Pl	ease check all tl	hat apply				
Applicants lack the qu Lack of applicants Company/Industry doe Job entails shift work of Too much competition People with required s Lack of resources to competitive	esn't pay enough of undesirable hours ifrom other employers kills don't want to relo	cate to this area					

	at impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all tapply.
a.	Reduced continuity of care
b.	Reduced staff to patient ratio
C.	Difficulty meeting safety or health standards
d.	Reduction in services because of increased costs or lack of staff
e.	Increased training costs
f.	Increased hiring or recruitment costs
g.	Inability to fulfill paperwork requirements
ĥ.	Burnout of existing staff
i.	Inability to terminate undesirable or marginal staff
j.	Lower qualification of new employees
k.	Administrative staff working direct care
l.	Reduced training for new employees
m.	Other (specify)
n.	Nothing
0.	Not applicable
appa. b. c. d. e. f.	at measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that oly.  Offered higher pay Offered better benefits (health insurance, pension, holidays, time off) Offered signing bonuses Increased recruitment efforts (locally and different geographical areas) Increased Public Relations Increased training and development within workforce Changed work practices (flexible hours, work from home)
g. h.	Changed work practices (nexible riodis, work from home) Provided childcare support
i.	Highlighted problem to local providers (eg.TEC's, colleges, training bodies)
j.	Recruited people from other organizations
k.	Other (specify)
I.	Nothing
m.	Not applicable
Co	ntact Information
	ank you for your cooperation in completing this survey. If there are any questions about your responses to this vey who should be contacted?
Na	me (please print) Title (Area Code) Telephone Number

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Dental Office Please retu						eturn by: <b>May 19, 2008</b>				
Name of Facility:										
Address of Facility:			City: _							
County:	Zip:	Т	elephon	e No.:						
Report full-time and part-time in facility. Please note: The					are curr	ently stat	ffed			
in facility. Please note: The	following guestions an	nly only to		- cc!						
,	ionoming quoditono ap	Currer	nt Total	Currer	nt Total	T 0	*			
Dental Off		Currer Budo Positio		Currer Budo Vacanci	nt Total geted les as of st 2008	Turn O	ver* For ear 2007			
Dental Off		Currer Budg Positio Jan 31	nt Total geted ns as of <sup>st</sup> 2008	Currer Budg Vacanci Jan 31	geted es as of <sup>st</sup> 2008 Part	Fiscal Y	ear 2007 Part			
Dental Off		Currer Budo Positio Jan 31	nt Total geted ns as of <sup>st</sup> 2008	Currer Budo Vacanci Jan 31	geted es as of <sup>st</sup> 2008	Fiscal Y	ear 2007			
		Currer Budg Positio Jan 31	nt Total geted ns as of <sup>st</sup> 2008	Currer Budg Vacanci Jan 31	geted es as of <sup>st</sup> 2008 Part	Fiscal Y	ear 2007 Part			
Dental Assistant		Currer Budg Positio Jan 31	nt Total geted ns as of <sup>st</sup> 2008	Currer Budg Vacanci Jan 31	geted es as of <sup>st</sup> 2008 Part	Fiscal Y	ear 2007 Part			
Dental Assistant Dental Hygienist		Currer Budg Positio Jan 31	nt Total geted ns as of <sup>st</sup> 2008	Currer Budg Vacanci Jan 31	geted es as of <sup>st</sup> 2008 Part	Fiscal Y	ear 2007 Part			

#### **Hard to Fill Vacancies**

How ma	any hours a week determines a full time	e staff position?				
difficulti	ast 12 months, have you had hard-to-fill ies experienced, due to a number of realition, undesirable hours, etc.					
☐ Yes (Please check all occupations that apply (below) AND continue with the rest of the survey. ☐ No (Please proceed to the contact information at the end of the survey, complete the contact information and submit)						
	Dental Assistant Dental Hygienist Dentist Orthodontist	_ _ _	Oral Surgeon Radiographers None of the above			

Radiographers

\*Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for your cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print)  (

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Federally Qualified Health Centers	Please return by: May 19, 2008								
Name of Facility:									
Address of Facility:		City: _							
County:Zip:	Т	elephon	e No.:						
Staffing									
Report full-time and part-time positions, including on facility. Please note: The following questions appositions.						ffed			
Federally Qualified Health Centers	Budg Positio	nt Total geted ns as of I <sup>st</sup> 2008	Budg Vacanc	nt Total geted ies as of	Turn Over* Fo Fiscal Year 200				
	Full	Part	Full	Part	Full	Part			
Ocation d Alexander Michaelle	Time	Time	Time	Time	Time	Time			
Certified Nurse Midwife									
Certified Nurse Practitioner									
Certified Registered Nurse Anesthetist									
Clinical Nurse Specialist									
Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse									
Medical Assistant									
Medical Lab Technician/Clinical Laboratory Technician									
Medical Lab Technologist/Clinical Laboratory Technologist  Medical Transcriptionist									
'									
Physician Assistant									
Physician Assistant									
Registered Nurse									
Radiation Therapist									
Radiological Technician  *Turnover Numbers: Is the number of employees who left your	fooilite de mi	na tha fias	ol voor 200	7 It door	not include	o th o			
number of employees who were promoted or transferred within			ai yeai 200	7. It does	not include	e trie			
mamber of employees who were premised of transferred warm	i your raomi	,.							
Hard to Fill Vacancies									
How many hours a week determines a full time staff po	sition?								
In the last 12 months, have you had hard-to-fill vacanci difficulties experienced, due to a number of reasons e.competition, undesirable hours, etc.									
<ul> <li>☐ Yes (Please check all occupations that apply (</li> <li>☐ No (Please proceed to the contact information information and submit)</li> </ul>									

Name	(please print) Title		( <u>)</u> (Area Code) Telephone	Number	_	
	you for your cooperation in completi nould be contacted?	ing th	nis survey. If there are an	y questior	ns at	oout your responses to this survey
Conta	act Information					
l m	Nothing Not applicable					
k	Other (specify)					
j	<ul><li>Highlighted problem to local prov</li><li>Recruited people from other organization</li></ul>			ning bodie	<del>:</del> 5)	
h	Provided childcare support	vido-	e (ea TEC's colleges train	nina hadi	) ()	
g	Changed work practices (flexible	hou	rs, work from home)			
f	Increased training and developm	nent	within workforce			
d e	Increased Public Relations	Jally	and different geographica	i aieas)		
c	Offered signing bonuses Increased recruitment efforts (loc	cally	and different geographics	Lareas)		
b	Offered better benefits (health in	sura	nce, pension, holidays, tin	ne off)		
a	Offered higher pay					,
What r	neasures, if any, have you taken to	tackl	e the problem of hard-to-fi	II vacanci	es?	Please check all that apply.
0	Not applicable					
n	Nothing					
m	Other (specify)					
k l	<ul><li>Administrative staff working direct</li><li>Reduced training for new employ</li></ul>		re			
	Lower qualification of new emplo					
	Inability to terminate undesirable					
	Burnout of existing staff					
	Increased filling of recruitment of the control		ents			
e f	<ul><li>Increased training costs</li><li>Increased hiring or recruitment or</li></ul>	nete				
	Reduction in services because o	of inc	reased costs or lack of sta	ıff		
	Difficulty meeting safety or health					
	Reduced staff to patient ratio					
	Reduced continuity of care					
What i apply.	mpact, if any, have hard-to fill vacan	cies	and employee turnover ha	ad on you	r ins	titution? Please check all that
j	Not applicable					
h i.	Other (specify) Nothing					
	Lack of resources to carry out ef					
f	People with required skills don't	want	to relocate to this area			
e	Too much competition from othe					
c d.	Company/Industry doesn't pay e Job entails shift work of undesira	•				
b	Lack of applicants		.t.			
a	Applicants lack the qualifications	we	want			
What a	are the causes of your hard-to-fill vac	canc	es? Please check all that	apply.		
	Sonographer/Ultrasonographer		1 Try Stotati			
			Medical Transcriptionist Physician			None of the above
	Anesthetist		Medical Lab Technologis	st/CLT		Radiological Technician
			Medical Lab Technician/	CLT		Radiation Therapist
			Licensed Practical Nurse Medical Assistant	<del>)</del>		Physician Assistant Registered Nurse
	Cartified Nurse Midwife		Licensed Practical Nurse			Dhysisian Assistant

Please return to: South Dakota Department of Health 600 East Capitol Avenue Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Hospitals Please return by: May 19, 2008

Name of Facility:			
Address of Facility:		City:	
County:	Zip:	Telephone No.:	

#### **Staffing**

Report full-time and part-time positions, including contracted positions, that are currently staffed in facility. Please note: The following questions apply only to hospital positions.

Hospitals	Positions	tal Budgeted as of January , 2008	Vacano	tal Budgeted sies as of 31 <sup>st</sup> , 2008	Turn Over* For Fiscal Year 2007		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Accredited Record Technician							
Audiologist							
Cardiovascular Technician							
Cardiovascular Technologist							
Certified Coding Specialist							
Certified Dietary Manager							
Certified Nursing Assistant							
Certified Nurse Practitioner							
Certified Registered Nurse Anesthetists							
Chiropractor							
Clinical Nurse Specialist	1						
Diagnostic Medical Sonographers/Ultrasonographers							
Dietitian and Nutritionists							
Emergency Medical Technician - Basic							
Emergency Medical Technician – I/85 (Intermediate)							
Emergency Medical Technician – PM (Paramedic)							
Emergency Medical Technician – I/99 (Special Skills)							
Licensed Practical Nurse							
Massage Therapist							
Medical Assistants							
Medical Lab Technician/Clinical Lab Technician							
Medical Lab Technologist/Clinical Lab Technologists							
Medical Transcriptionists							
Nuclear Medicine Technologists							
Nursing Assistant							
Occupational Therapist							
Occupational Therapists Assistant							
Patient Care Technician							
Physician							
Physician Assistant							
· · · · · · · · · · · · · · · · · · ·							
Physical Therapist							
Physical Therapist Assistant							
Podiatrist							
Psychologist							
Psychiatrist Psych							
Radiation Therapists	<del> </del>						
Radiological Technicians	1						
Radiological Technologist Registered Nurse	-						
Registered Nurse Registered Record Administrator	<del> </del>						
Respiratory Therapist	+						
Social Worker							
Speech Path/Speech-Language Path	1						
Surgical Technician/Operating Room Tech	İ						

<sup>\*</sup>Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.

#### **Hard to Fill Vacancies**

Hov	How many hours a week determines a full time staff position?									
exp	In the last 12 months have you had hard-to-fill vacancies at this site? <b>Hard-to-Fill Vacancies</b> : Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.									
	<ul> <li>Yes (Please check all occupations that apply (below) AND continue with the rest of the survey)</li> <li>No (Please precede to the contact information at the end of the survey, complete the information and submit)</li> </ul>									
a. b. c. d. e.	Accredited Record Technician Audiologist Cardiovascular Technologist Cardiovascular Technicians Certified Coding Specialist Certified Dietary Manager Certified Nursing Assistant Certified Nurse Practitioner Certified Registered Nurse Anesthetists Chiropractor Clinical Nurse Specialist Diagnostic Medical Sonographers/Ultrasonographers Dietitian and Nutritionists EMT – Basic at are the causes of your hard-to-fill vac  Applicants lack the qualifications Lack of applicants Company/Industry doesn't pay e Job entails shift work of undesira Too much competition from othe	we verong able here	want h nours ployers		Physician Assistant Physical Therapist Physical Therapist Assistant Podiatrist Psychologist Psychiatrist Radiation Therapists Radiological Technicians Radiological Technologist Registered Nurse Registered Record Administrators Respiratory Therapists Social Worker Speech Path/Speech-Lang Path Surgical Tech/Op Room Tech None of the above					
f. g. h. i. j.	People with required skills don't Lack of resources to carry out ef Other (specify) Nothing Not applicable	fectiv	ve recruitment							
Wh	at impact, if any, have hard-to fill vacan apply.	cies	and employee turnover had on you	r inst	itution? Please check all					
a. b. c. d. e. f. g. h. i. j. k. l. m. n. o.	Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or healt! Reduction in services because of Increased training costs Increased hiring or recruitment of Inability to fulfill paperwork required Burnout of existing staff Inability to terminate undesirable Lower qualification of new employ Administrative staff working direct Reduced training for new employ Other (specify) Nothing Not applicable	osts reme e or r byees ct cal	reased costs or lack of staff ints narginal staff							

apply	·		•			
a	Offered higher pay Offered better benefits Offered signing bonus Increased recruitment Increased Public Rela Increased training and Changed work practice Provided childcare sup Highlighted problem to Recruited people from Other (specify) Nothing Not applicable	es efforts (locally a tions I development w es (flexible hour oport o local providers	and different ge vithin workforce rs, work from he s (eg.TEC's, co tions	eographical areas) e ome)		
Con	tact Information					
	k you for you cooperation in by who should be contacted		s survey. If the	ere are any question	ons about your respo	nses to this
Nam	e (please print)	Title	( <u>)</u> (Area Code)	Telephone Numbe	r	

What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that

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Phone: 605-773-3361 Fax: 605-773-5683

#### Innationt Chemical Dependency Facilities

Inpatient Chemical Dependency Facilities Please return by: May 19, 2008								
Name of Facility:								
Address of	Fac	ility:	_				City:	
County:		Zip:		т	elephone	Э		
Staffing								
Report full-time and part-time facility. Please note: The follo positions.  Inpatient Chemical Dependency	Currei		Currer	to inpat at Total geted	ient chen	nical d	ependency facility	
Facilities		ns as of 1 <sup>st</sup> 2008	Vacancies as of Jan 31 <sup>st</sup> 2008		Fiscal Year 200			
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
CD Counselor			111110	10	10			
Certified Nursing Assistant								
Dietitian and Nutritionist								
Licensed Practical Nurse								
Nursing Assistant								
Physician								
Psychologist								
Psychiatrist								
Registered Nurse								
Social Worker		L.,		L	<u> </u>			
*Turnover Numbers: Is the number of It does not include the number of em  How many hours a week determine the state of the number of the numbe	ployees wh	no were pr	omoted or	ransferred	d within you	ır facility		
Hard to Fill Vacancies								
In the last 12 months, have you hadifficulties experienced, due to a competition, undesirable hours, experienced.	number o							
☐ Yes (Please check all of No (Please precede to submit)								
<ul><li>☐ CD Counselor</li><li>☐ Certified Nursing</li><li>Assistant</li></ul>		□ Nu	ense Prac rsing Assi ysician		se		Psychiatrist Registered Nurse Social Worker	

□ None of the above

☐ Psychologist

☐ Dietitian and Nutritionist

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to-fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
(
Name (please print) Title (Area Code) Telephone Number

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Phone: 605-773-3361 Fax: 605-773-5683

#### **Intermediate Care Facilities for the Mentally Retarded**

Please return by: May 19, 2008

Address of Facility:			City:				
County:	_Zip		Tele	phone N	0.:		
Staffing							
Report full-time and part-time positions, in a cility. Please note: The following questi etarded positions.							
Intermediate Care Facilities for the Mentally Retarded	Budg Positio	nt Total geted ns as of <sup>st</sup> 2008	Budç Vacanci	J		Turn Over* For Fiscal Year 2007	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Case Manager							
ietitian and Nutritionist							
censed Practical Nurse							
ursing Assistant							
ccupational Therapist							
ccupational Therapists Assistant							
narmacist							
harmacy Technician							
nysician							
hysician Assistant							
hysical Therapist							
hysical Therapist Assistant							
sychologist							
sychiatrist							
egistered Nurse							
ocial Worker							
peech Pathologist/Speech-Language Pathologist							
Turnover Numbers: Is the number of employees v							
does not include the number of employees who	were promote	ea or trans	ierred withi	n your faci	iity.		
ow many hours a week determines a full tin	ne staff posi	tion?					
ard to Fill Vacancies							
	ill vacancies	at this s	ite? Hard	-to-Fill V	acancies	: Recru	
n the last 12 months, have you had hard-to-f		look of or	nnlicants	annlicant	s lack the	qualific	
i the last 12 months, have you had hard-to-i ifficulties experienced, due to a number of re	easons e.g.	lack of ap	phodrito,	applicant	o laon tilo	9440	
	easons e.g.	iack or ap	opiloarito,	аррпоатт	o laoit ti lo	quaiiio	

		Case Manager Dietitian and Nutritionist Licensed Practical Nurse Nursing Assistant Occupational Therapist Occupational Therapists Assistant		Pharmacist Pharmacy Technician Physician Physician Assistant Physical Therapist Physical Therapist Assistant		Psychologist Psychiatrist Registered Nurse Social Worker Speech Path/Speech- Lang Path None of the above		
Wha	at ar	e the causes of your hard-to-fill vac	canci	es? Please check all that apply.				
	at im		noug able I er em want fectiv	nh nours ployers to relocate to this area	r ins	titution? Please check all		
p. a. b. c. d. e. f. g. i. j. k. l. m. n. o.		Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or health Reduction in services because of Increased training costs Increased hiring or recruitment of Inability to fulfill paperwork required Burnout of existing staff Inability to terminate undesirable Lower qualification of new employ Administrative staff working direct Reduced training for new employ Other (specify) Nothing Not applicable	of inc costs reme e or r byees ct ca	reased costs or lack of staff ents marginal staff				
		easures, if any, have you taken to	tackl	e the problem of hard-to-fill vacanci	es?	Please check all that		
a. b. c. d. e. f. g. h. i. j. k. l. m.	b. Offered better benefits (health insurance, pension, holidays, time off) c. Offered signing bonuses d. Increased recruitment efforts (locally and different geographical areas) e. Increased Public Relations f. Increased training and development within workforce g. Changed work practices (flexible hours, work from home) h. Provided childcare support i. Highlighted problem to local providers (eg.TEC's, colleges, training bodies) j. Recruited people from other organizations k. Other (specify) I. Nothing							
		ou for you cooperation in completing who should be contacted?	ng th	is survey. If there are any question	s ab	out your responses to this		
— Nar	ne (p	please print) Title	_	() (Area Code) Telephone Number		_		

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Nursing Facilities					Please	e return	by: <b>May 19, 2008</b>
Name of Facility:							
Address of Facility:				City:			
County:	Zip _			Telepho	ne No.:		
Staffing							
Report full-time and part-time position Please note: The following questions a						ently sta	affed in facility.
Nursing Facilities	Current Budge Position Jan 31 <sup>st</sup>	eted s as of	Curren Budg Vacanci Jan 31 <sup>s</sup>	jeted es as of	Turn Ove	-	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Accredited Record Technician							
Certified Coding Specialist							
Certified Dietary Manager							
Certified Nurse Practitioner							
Certified Nursing Assistant							
Dietitian and Nutritionist							
Health Unit Clerk							
Licensed Practical Nurse							
Massage Therapists							
MDS Coordinator							
Nursing Facility Administrators							
Occupational Therapist					1		
Occupational Therapist Assistant							
Physician Assistant							
Physician Assistant					1		
Physical Therapist Physical Therapist Assistant							
Registered Nurse							
Restorative Aides							
Social Worker							
Speech Pathologist/Speech-Lang Path							
*Turnover Numbers: Is the number of employee employees who were promoted or transferred	es who left yo	our facility	during the f	fiscal year	2007. It do	es not inc	lude the number of
Number of Certified Medication Aides cu	irrently emp	loyed? _					
How many hours a week determines a fu	ull time staff	position?	·				
In the last 12 months have you had hard experienced, due to a number of reason undesirable hours, etc.							

**OVER** 

Yes (Please check all occupations that apply (below) AND continue with the rest of the survey)
No (Please proceed to the contact information at the end of the survey, complete the information

and submit)

	Certified Coding Specialist Certified Dietary Manager Certified Nurse Practitioner Certified Nursing Assistant Dietitian and Nutritionist Health Unit Clerk	<ul> <li>☐ Massage Therapists</li> <li>☐ MDS Coordinator</li> <li>☐ Nursing Facility Admin</li> <li>☐ Occupational Therapist</li> <li>☐ Occupational Therapists Assistant</li> <li>☐ Physician</li> <li>☐ Physician Assistant</li> </ul>	<ul> <li>□ Physical Therapist</li> <li>□ Physical Therapist Assistant</li> <li>□ Registered Nurse</li> <li>□ Restorative Aides</li> <li>□ Social Worker</li> <li>□ Speech Path/Speech-Lang</li> <li>Path</li> <li>□ None of the Above</li> </ul>
What a	are the causes of your hard-to-fill v	vacancies? Please check all that a	apply.
a b c d e f g h i j	Applicants lack the qualificatio Lack of applicants Company/Industry doesn't pay Job entails shift work of undes Too much competition from otl People with required skills don Lack of resources to carry out Other (specify) Nothing Not applicable	/ enough sirable hours ther employers n't want to relocate to this area effective recruitment	
What i apply.	mpact, if any, have hard-to-fill vac	ancies and employee turnover had	d on your institution? Please check all that
	Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or hea Reduction in services because Increased training costs Increased hiring or recruitment Inability to fulfill paperwork req Burnout of existing staff Inability to terminate undesirab Lower qualification of new emp Administrative staff working did Reduced training for new emp Other (specify) Nothing Not applicable	e of increased costs or lack of staff at costs quirements ole or marginal staff ployees rect care bloyees	
What r	measures, if any, have you taken t	to tackle the problem of hard-to-fill	vacancies? Please check all that apply.
g h i j k l m	<ul> <li>Offered signing bonuses</li> <li>Increased recruitment efforts (</li> <li>Increased Public Relations</li> <li>Increased training and develop</li> <li>Changed work practices (flexible Provided childcare support</li> </ul>	ble hours, work from home) roviders (eg.TEC's, colleges, traini rganizations	areas)
		eting this survey. If there are any o	questions about your responses to this survey
who sh	nould be contacted?		
Name	(please print) Title	( <u>          )                          </u>	 lumber

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Optometry Clinics	
-------------------	--

Optometry Clinics				Pleas	e return	by: <b>May</b>	19, 200
Name of Facility:							
Address of Facility:			City: _				
County:	Zip:	Т	elephon	e No.:			
Staffing							
Report full-time and part-t facility. Please note: The						ently sta	ffed in
Optomet	ry Clinics	Bud Positio	nt Total geted ns as of I <sup>st</sup> 2008	Budg Vacanc	nt Total geted ies as of		ver* For ear 2007
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Optometrist Opthalmologist							
☐ No (Please proced and submit)	you had hard-to-fill vacanc to a number of reasons e.	ies at this s g. lack of a (below) ANI	ite? Hard pplicants, Discontinue of the sur	d-to-Fill V applicant with the revey, comp	s lack the	e qualifica e survey)	tions,
☐ Optometrist☐ Ophthalmold	ogist		□ Noi	ne of the a	above		
What are the causes of you	r hard-to-fill vacancies? Pl	ease check	all that a	pply.			
b Lack of applicants c Company/Industry d Job entails shift w e Too much compe f People with requi	e qualifications we want s y doesn't pay enough vork of undesirable hours tition from other employers red skills don't want to reloc to carry out effective recru	cate to this	area				

What that a	impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all apply.
a.	Reduced continuity of care
b	Reduced staff to patient ratio
C	Difficulty meeting safety or health standards
d	Reduction in services because of increased costs or lack of staff
e	Increased training costs
f	Increased hiring or recruitment costs
g	Inability to fulfill paperwork requirements
э h.	Burnout of existing staff
i	Inability to terminate undesirable or marginal staff
j	Lower qualification of new employees
k.	Administrative staff working direct care
l	Reduced training for new employees
m.	Other (specify)
n.	Nothing
0.	Not applicable
What apply	measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that .
	Offered higher pay Offered better benefits (health insurance, pension, holidays, time off) Offered signing bonuses Increased recruitment efforts (locally and different geographical areas) Increased Public Relations Increased training and development within workforce Changed work practices (flexible hours, work from home) Provided childcare support Highlighted problem to local providers (eg.TEC's, colleges, training bodies) Recruited people from other organizations Other (specify) Nothing Not applicable  tact Information  k you for your cooperation in completing this survey. If there are any questions about your responses to this
	k you for your cooperation in completing this survey. If there are any questions about your responses to this by who should be contacted?
Name	e (please print)  Title  (Area Code) Telephone Number

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Pharmacy Please return by: May 19, 2008							
Name of Pharmacy:							
Address of Pharmacy:		City	·				
County:Zip:	T	elephone	e No.:				
Staffing							
Report full-time and part-time positions, including confacility. Please note: The following questions apply					ently staff	ed in	
Pharmacy	Budo Positio	nt Total geted ns as of <sup>st</sup> 2008	Budo Vacanci	nt Total geted ies as of <sup>st</sup> 2008		ver* For ear 2007	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Pharmacist				_			
Pharmacy Technician *Turnover Numbers: Is the number of employees who left your							
Hard to Fill Vacancies	How many hours a week determines a full time staff position?						
difficulties experienced, due to a number of reasons e.g. competition, undesirable hours, etc.							
<ul> <li>☐ Yes (Please check all occupations that apply (b</li> <li>☐ No (Please proceed to the contact information a and submit)</li> </ul>						ormation	
□ Pharmacist		□ Phar	macy Tec	hnician			
What are the causes of your hard-to-fill vacancies? Plea	ase check	all that a	pply.				
aApplicants lack the qualifications we want bLack of applicants cCompany/Industry doesn't pay enough dJob entails shift work of undesirable hours eToo much competition from other employers fPeople with required skills don't want to relocate to this area gLack of resources to carry out effective recruitment hOther (specify) iNothing							

j. \_\_\_\_ Not applicable

What implements	pact, if any, have hard-to fill vacancies and employee turnover had on your Pharmacy? Please check all y.
a b c d e f g h i j. k l n	Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or health standards Reduction in services because of increased costs or lack of staff Increased training costs Increased hiring or recruitment costs Inability to fulfill paperwork requirements Burnout of existing staff Inability to terminate undesirable or marginal staff Lower qualification of new employees Administrative staff working direct care Reduced training for new employees Other (specify) Nothing
o What me	Not applicable asures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that
a b c d e f g h j k l m.	Offered higher pay Offered better benefits (health insurance, pension, holidays, time off) Offered signing bonuses Increased recruitment efforts (locally and different geographical areas) Increased Public Relations Increased training and development within workforce Changed work practices (flexible hours, work from home) Provided childcare support Highlighted problem to local providers (eg.TEC's, colleges, training bodies) Recruited people from other organizations Other (specify) Nothing Not applicable
Contac	<u>Information</u>
	ou for your cooperation in completing this survey. If there are any questions about your responses to this ho should be contacted?
Name (p	lease print) Title (Area Code) Telephone Number

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Correctional Health Please return by: May 19, 2008						
Name of Facility:						
Address of Facility:		City: _				
County:Zip:	Т	elephon	e No.:			
Staffing						
Report full-time and part-time positions, including of facility. Please note: The following questions apply						ffed in
Prison Health	Bud Positio	nt Total geted ns as of <sup>st</sup> 2008	Budg	t Total geted es as of <sup>st</sup> 2008		ver* For ear 2007
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Licensed Practical Nurse						
Patient Care Technician						
Physician						
Psychiatrist						
Psychologist						
Registered Nurse						
Radiological Technician						
*Turnover Numbers: Is the number of employees who left your			al year 200	7. It does	not include	e the
number of employees who were promoted or transferred within	your facility	y.				
Hard to Fill Vacancies						
Hard to I III Vacancies						
How many hours a week determines a full time staff pos	sition?					
In the last 12 months, have you had hard-to-fill vacancie difficulties experienced, due to a number of reasons e.g competition, undesirable hours, etc.						
<ul> <li>☐ Yes (Please check all occupations that apply (I</li> <li>☐ No (Please proceed to the contact information and submit)</li> </ul>						ormation
<ul> <li>□ Licensed Practical Nurse</li> <li>□ Patient Care Technician</li> <li>□ Physician</li> <li>□ Registe</li> </ul>		,			logical Te of the abo	
What are the causes of your hard-to-fill vacancies? Ple	ase check	all that a	pply.			
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing						

j. \_\_\_\_ Not applicable

#### OVER

What in that app	npact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all ply.
a.	Reduced continuity of care
b	Reduced staff to patient ratio
C	Difficulty meeting safety or health standards
d	Reduction in services because of increased costs or lack of staff
e	Increased training costs
f	Increased hiring or recruitment costs
g	Inability to fulfill paperwork requirements
h	Burnout of existing staff
i	Inability to terminate undesirable or marginal staff
j	Lower qualification of new employees
k	Administrative staff working direct care
l	Reduced training for new employees
m	Other (specify)
n o.	Nothing Not applicable
apply.  a b c d e	Offered higher pay Offered better benefits (health insurance, pension, holidays, time off) Offered signing bonuses Increased recruitment efforts (locally and different geographical areas) Increased Public Relations
f g	Increased training and development within workforce Changed work practices (flexible hours, work from home)
9 h.	Onlinged work practices (flexible flodis, work from flome) Provided childcare support
i	Highlighted problem to local providers (eg.TEC's, colleges, training bodies)
j	Recruited people from other organizations
k	Other (specify)
l	Nothing
m	Not applicable
<u>Conta</u>	ct Information
	you for your cooperation in completing this survey. If there are any questions about your responses to this who should be contacted?
Name (	please print) Title (Area Code) Telephone Number

Please return to: South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Please return by: May 19, 2008

Pierre, South Dakota 57501-2356

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#### **Rural Health Clinics**

and submit)

County:	Address of Facility:			Cit	ty:		
No.:	County: Zir	·.		Talanh	none		
Report full-time and part-time positions, including contracted positions, which are currently stafacility. Please note: The following questions apply only to rural health clinic positions.    Current Total Budgeted Positions as of Jan 31 to 2008		J		_ геюрі	10110		
Rural Health Clinics  Rural Positions as of Jan 31st 2008  Rural Health Clinics  Rural Hualth Clinics  Rural Part Time  Rural	Staffing						
Rural Health Clinics    Budgeted Positions as of Jan 31st 2008   Part Time   P							
Time Time Time Time Time Time Time Time	Rural Health Clinics	Bud Positio	geted ns as of	Budo Vacanci	geted es as of		
Certified Nurse Midwife Certified Nurse Practitioner Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse Medical Assistant Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Nuclear Medical Technologist Occupational Therapist Physician Physician Assistant Physicial Therapist Registered Nurse Radiological Technologist Radiological Technologist *Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.							
Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse Medical Assistant Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Nuclear Medical Technologist Occupational Therapist Physician Physician Assistant Physician Assistant Physical Therapist Registered Nurse Radiological Technologist *Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Certified Nurse Midwife					10	
Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse Medical Assistant Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Muclear Medical Technologist Decupational Therapist Physician Physician Assistant Physician Assistant Physical Therapist Registered Nurse Radiological Technologist Turnover Numbers: Is the number of employees who were promoted or transferred within your facility.	Certified Nurse Practitioner						
icensed Practical Nurse  Medical Assistant  Medical Lab Technician/Clinical Lab Technician  Medical Lab Technologist/Clinical Lab Technologist  Medical Transcriptionist  Muclear Medical Technologist  Decupational Therapist  Physician  Physician Assistant  Physicial Therapist  Registered Nurse  Radiological Technologist  Turnover Numbers: Is the number of employees who were promoted or transferred within your facility.	Clinical Nurse Specialist						
Medical Assistant Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Muclear Medical Technologist Decupational Therapist Physician Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technologist Turnover Numbers: Is the number of employees who were promoted or transferred within your facility.	Diagnostic Medical Sonographer/Ultrasonographer						
Medical Lab Technician/Clinical Lab Technician Medical Lab Technologist/Clinical Lab Technologist Medical Transcriptionist Nuclear Medical Technologist Decupational Therapist Physician Physician Assistant Physicial Therapist Registered Nurse Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who were promoted or transferred within your facility.	icensed Practical Nurse						
Medical Lab Technologist/Clinical Lab Technologist  Medical Transcriptionist  Nuclear Medical Technologist  Decupational Therapist  Physician  Physician Assistant  Physical Therapist  Registered Nurse Radiological Technician Radiological Technologist  Turnover Numbers: Is the number of employees who were promoted or transferred within your facility.	Medical Assistant						
Medical Transcriptionist Nuclear Medical Technologist Decupational Therapist Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Medical Lab Technician/Clinical Lab Technician						
Nuclear Medical Technologist  Occupational Therapist  Physician  Physician Assistant  Physical Therapist  Registered Nurse Radiological Technician Radiological Technologist  Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007.  It does not include the number of employees who were promoted or transferred within your facility.	Medical Lab Technologist/Clinical Lab Technologist						
Occupational Therapist Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Medical Transcriptionist						
Physician Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Nuclear Medical Technologist						
Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Occupational Therapist						
Physical Therapist Registered Nurse Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Physician						
Registered Nurse Radiological Technician Radiological Technologist  'Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Physician Assistant						
Radiological Technician Radiological Technologist Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007. It does not include the number of employees who were promoted or transferred within your facility.	Physical Therapist						
Radiological Technologist  Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007.  It does not include the number of employees who were promoted or transferred within your facility.	Registered Nurse						
*Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2007.  It does not include the number of employees who were promoted or transferred within your facility.	Radiological Technician						
It does not include the number of employees who were promoted or transferred within your facility.	Radiological Technologist						
	Turnover Numbers: Is the number of employees who	left your f	acility durir	ng the fisca	l year 200	7.	
How many hours a week determines a full time staff position?	It does not include the number of employees who we	re promote	ed or trans	ferred withi	n your fac	ility.	
	How many hours a week determines a full time staff p	osition? _					
Hard to Fill Vacancies	Hard to Fill Vacancies						

No (Please proceed to the contact information at the end of the survey, complete the contact information

	Certified Nurse Midwife Certified Nurse Practitions Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonogra License Practical Nurse Medical Assistant		Medical Tran Nuclear Med	hnologist/CLT scriptionist ical Technologist		Physician Assistant Physical Therapist Registered Nurse Radiological Technician Radiological Technologist None of the above
What	are the causes of your hard	to-fill vac	ancies? Pleas	e check all that ap	ply.	
a b c d f g h i j	Applicants lack the qual Lack of applicants Company/Industry does Job entails shift work of Too much competition f People with required sk Lack of resources to ca Other (specify) Nothing Not applicable	n't pay en undesiral rom other ills don't v rry out eff	oough ble hours employers vant to relocate			
What apply.		fill vacand	cies and emplo	yee turnover had	on yo	our institution? Please check all that
a b c d e f g h	Reduced continuity of c Reduced staff to patient Difficulty meeting safety Reduction in services b Increased training costs Increased hiring or recruinability to fulfill paperwa Burnout of existing staff Inability to terminate und Lower qualification of new	ratio or health ecause of uitment co ork require desirable ew employ king direc w employ	increased cosposts ements or marginal states tees to care			
What a b c d e f g i j k l m	Offered higher pay Offered better benefits ( Offered signing bonuse: Increased recruitment e Increased Public Relation Increased training and offered work practices Provided childcare supp Highlighted problem to land the recruited people from the control of the respective specify) Nothing Not applicable	health ins fforts (loc ons developme s (flexible oort ocal provi	surance, pensionally and different within work hours, work fronders (eg.TEC)	on, holidays, time nt geographical al force om home)	off) reas)	
Cont	act Information					
	you for you cooperation in hould be contacted?	completin				ons about your responses to this survey
Name	(please print) T	itle	(Area Co	de) Telephone Nu	ımbe	<del></del>